


1988  
**Industrial Disputes  
Australia**

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**INDUSTRIAL DISPUTES  
AUSTRALIA  
1988**

**IAN CASTLES**  
Australian Statistician



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## SUMMARY OF FINDINGS

### Disputes in progress during 1988

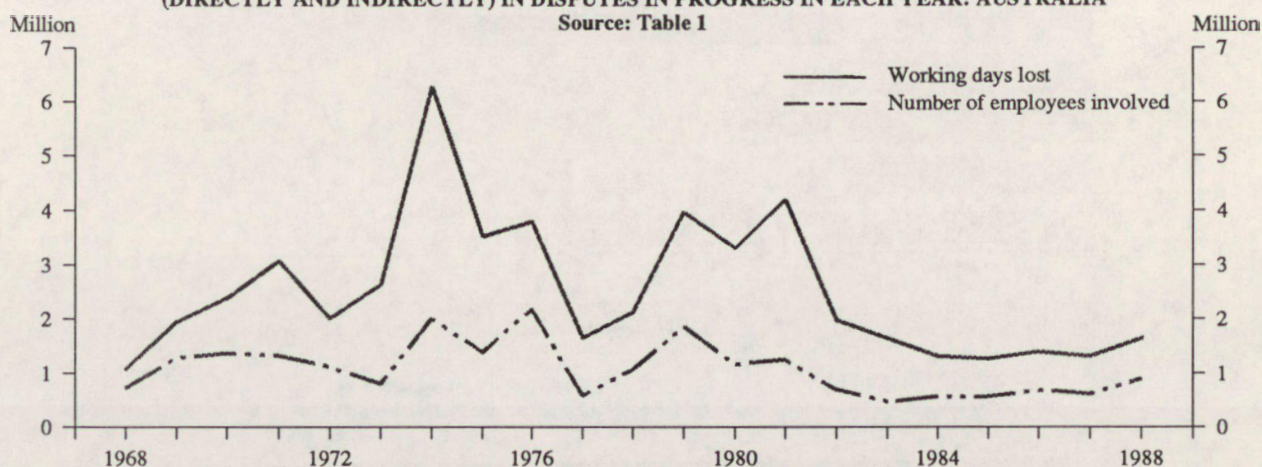
In 1988, 1,508 disputes were reported as being in progress, the lowest level since 1967 (1,340). Victoria and Western Australia recorded the lowest level of disputes since 1966 (179) and 1973 (160) respectively.

Disputes in progress in 1988 involved the largest number of working days lost (1,641,300) since 1983 (1,641,400). Western Australia recorded the highest number of working days lost (160,600) since 1983 (270,600) and South Australia recorded the highest number (47,000) since 1983 (87,700). In addition, the number of employees involved in disputes (894,400) increased 46.9% from 1987 (608,800). This increase occurred principally in New South Wales and Victoria.

269 working days were lost per thousand employees in 1988 compared to 223 in 1987, an increase of 20.6% nationally. New South Wales, Tasmania and the Australian Capital Territory all recorded a decrease in the number of working days lost per thousand employees compared to 1987, while Queensland rose from 87 to 337 (an increase of 287.4%).

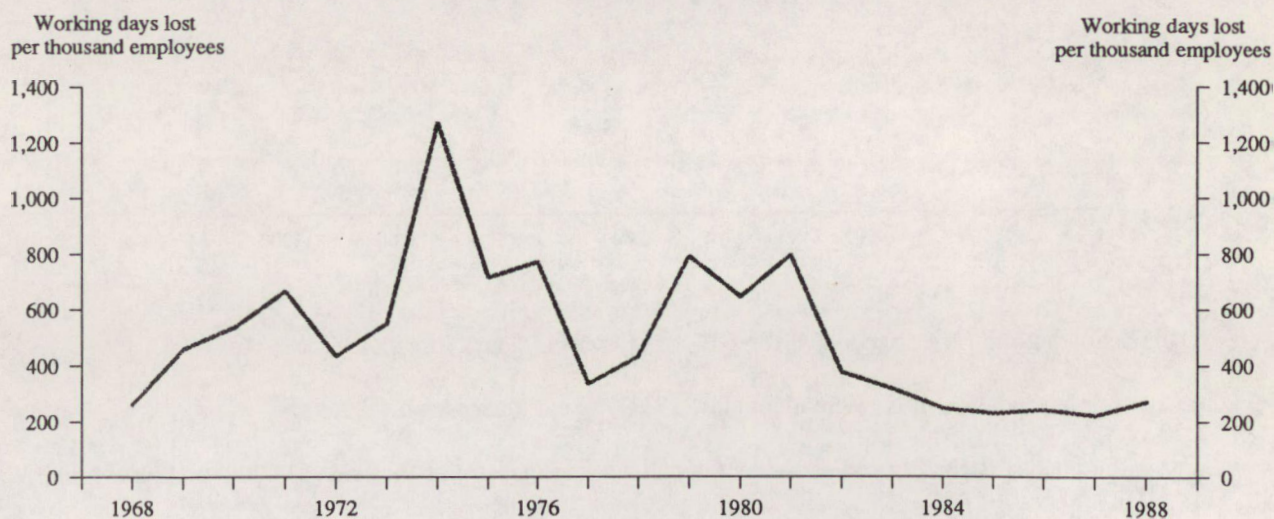
**DIAGRAM 1. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED  
(DIRECTLY AND INDIRECTLY) IN DISPUTES IN PROGRESS IN EACH YEAR: AUSTRALIA**

Source: Table 1



**DIAGRAM 2. WORKING DAYS LOST PER THOUSAND EMPLOYEES  
IN DISPUTES IN PROGRESS EACH YEAR: AUSTRALIA**

Source: Table 1

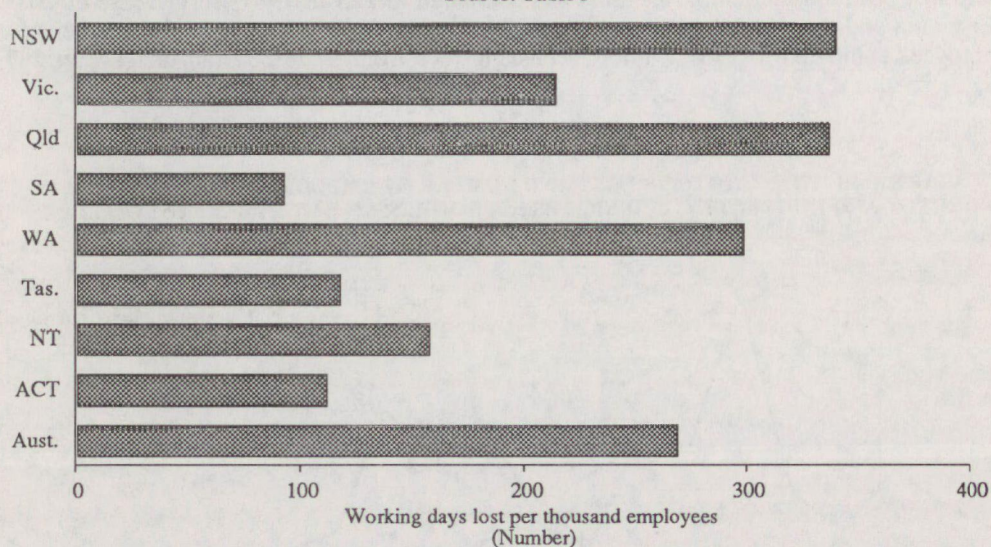




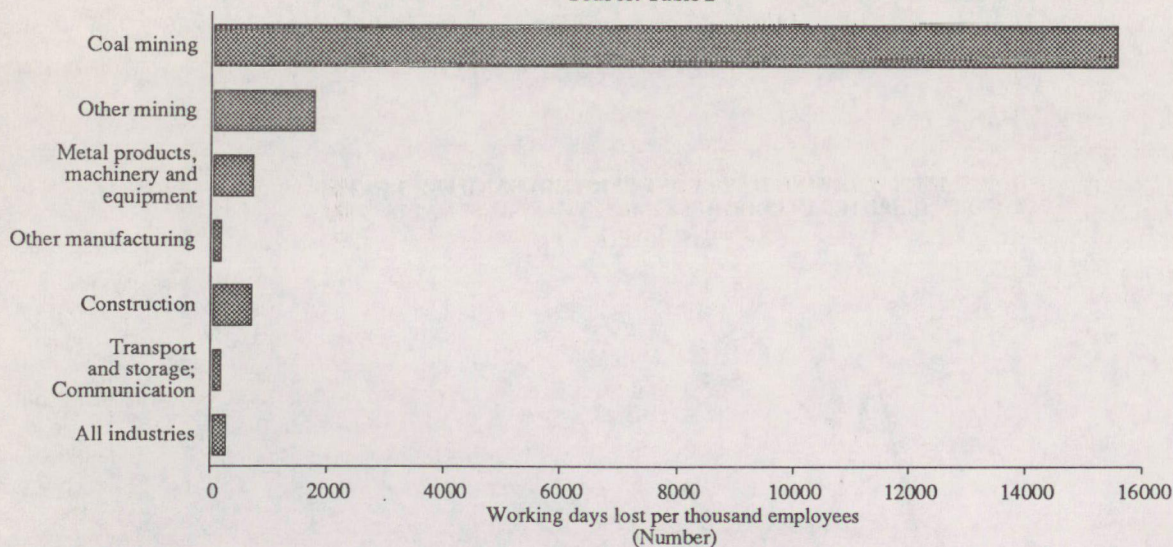
In 1988 the highest levels of working days lost per thousand employees occurred in:

- the Coal mining industry in Queensland (21,410) and New South Wales (16,214);
- the Other mining industry in the Northern Territory (3,979) and Western Australia (3,732); and
- the Construction industry in the Australian Capital Territory (1,669) and Western Australia (1,600).

**DIAGRAM 3. INDUSTRIAL DISPUTES IN PROGRESS DURING 1988:  
WORKING DAYS LOST PER THOUSAND EMPLOYEES, STATES AND TERRITORIES, AUSTRALIA**  
Source: Table 3



**DIAGRAM 4. INDUSTRIAL DISPUTES IN PROGRESS DURING 1988:  
WORKING DAYS LOST PER THOUSAND EMPLOYEES, INDUSTRY**  
Source: Table 2



Disputes in the following industries accounted for 50% of all working days lost in 1988:

- the Coal mining industry in New South Wales (273,800) and Queensland (197,300);
- the Metal products, machinery and equipment manufacturing industry in Victoria (133,700) and New South Wales (117,600); and
- the Public administration and defence industry in New South Wales (98,300).



### Disputes ending during 1988

1,498 disputes ended during 1988, involving 901,900 employees with the loss of 1,713,800 working days, an increase of 41.7% on working days lost in 1987. 34.0% (582,800) of the working days lost in 1988 occurred in the Coal mining industry with a further 18.0% (308,700) lost in the Metal products, machinery and equipment manufacturing industry grouping.

Managerial policy was reported as the cause of 578 (38.6%) of disputes ending in 1988, accounting for 897,700 (52.4%) of all working days lost, an increase of 171.3% over 1987.

Wages was reported as the cause affecting most employees involved in disputes ending in 1988, involving 426,000 employees (47.2% of all employees involved in disputes in 1988).

Disputes concerning physical working conditions were reported as accounting for 21.9% of disputes, but due to the relatively low number of employees involved, were responsible for only 9.2% (158,100) of working days lost.

DIAGRAM 5. INDUSTRIAL DISPUTES ENDING DURING 1988  
NUMBER OF DISPUTES - Cause of dispute  
Source: Table 11

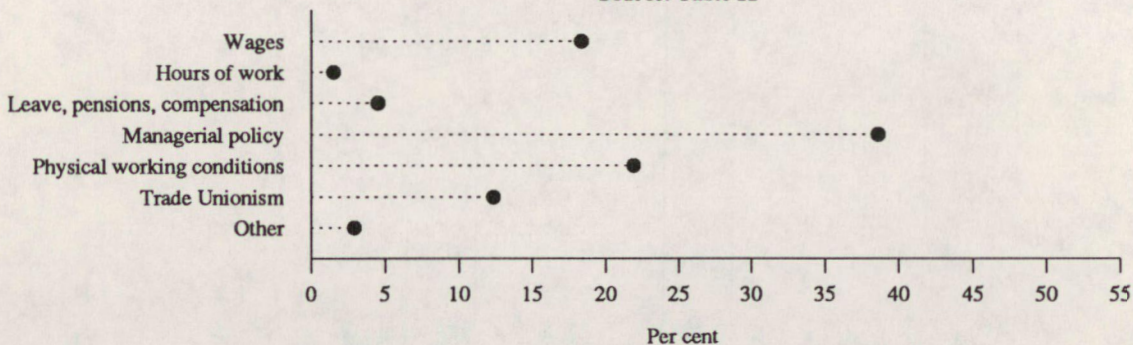


DIAGRAM 6. INDUSTRIAL DISPUTES ENDING DURING 1988  
EMPLOYEES INVOLVED - Cause of dispute  
Source: Table 11

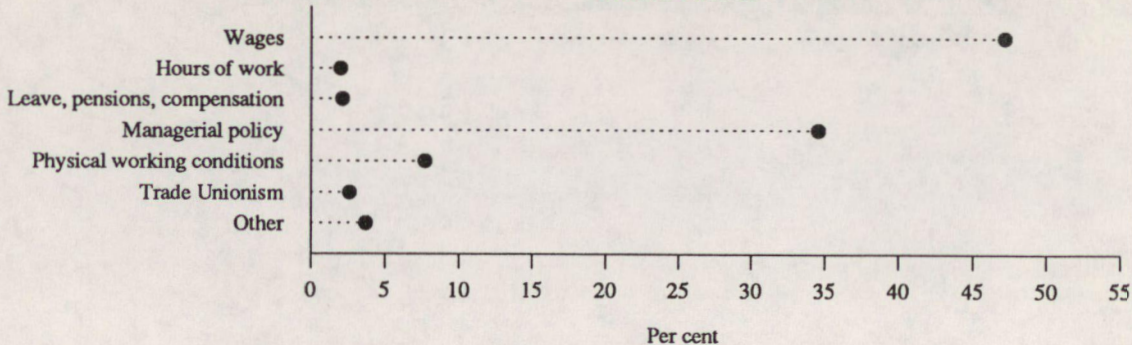
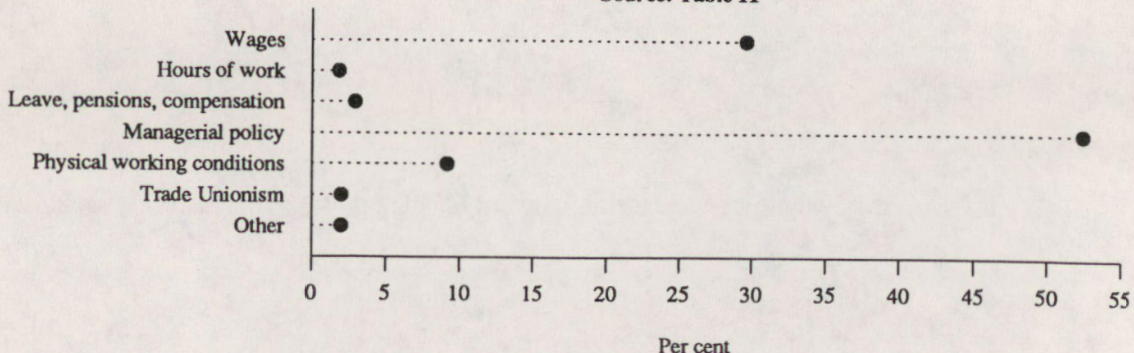


DIAGRAM 7. INDUSTRIAL DISPUTES ENDING DURING 1988  
WORKING DAYS LOST - Cause of dispute  
Source: Table 11

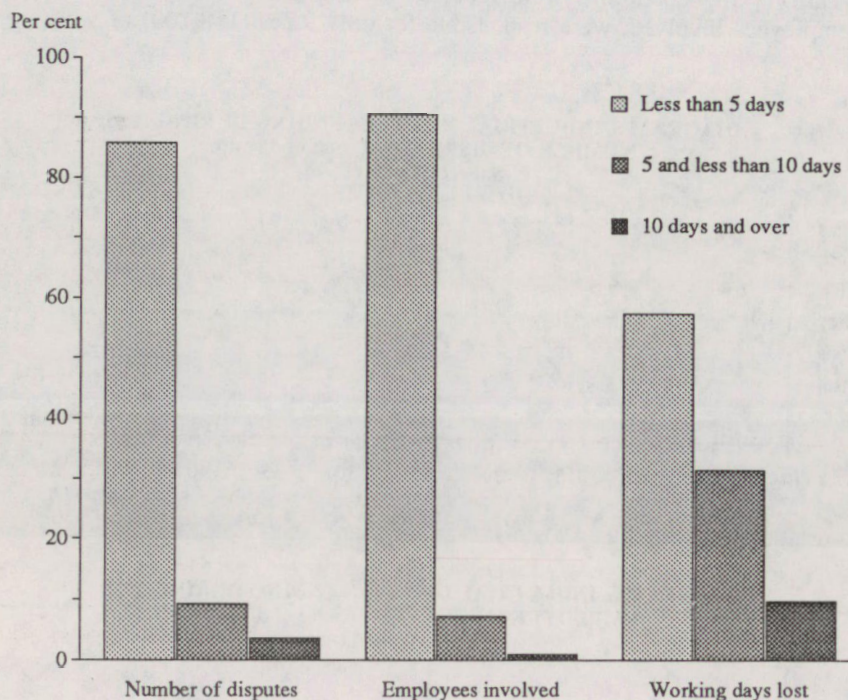




62.7% of disputes ending in 1988 were of one day's duration or less, accounting for 732,900 working days lost (42.8%), as compared to 350,100 working days lost (28.9%) in 1987.

Resumption without negotiation was the method of settlement of 56.1% (840) of all disputes ending during 1988, while the majority of working days lost (788,200 or 46.0%) were attributed to disputes settled as the result of Federal and joint Federal-State legislation.

DIAGRAM 8. INDUSTRIAL DISPUTES ENDING DURING 1988: DURATION OF DISPUTE  
Source: Table 14





# PART A : INDUSTRIAL DISPUTES IN PROGRESS DURING THE YEAR

TABLE 1. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1984 TO 1988, AUSTRALIA

	Number of disputes		Employees involved ('000)						Working days lost per thousand employees	
			Directly		Indirectly		Total			
	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total	Working days lost ('000)	(b)
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4	248
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.3	269

(a) Comprises employees involved in disputes that commenced during the period and additional employees involved in disputes that continued from previous periods.  
(b) See paragraph 7 of Appendix B.

TABLE 2. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1984 TO 1988: BY INDUSTRY, AUSTRALIA  
(Working days lost per thousand employees)

	Manufacturing							
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries (a)	All industries
	Coal	Other						
1984(b)	3,913	3,745	343	416	503	372	91	248
1985	6,892	1,928	256	312	666	430	71	228
1986	10,741	3,328	445	328	458	135	72	242
1987	8,920	1,072	479	305	743	217	70	223
1988	15,543	1,777	750	183	725	177	85	269

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) See paragraph 7 of the Explanatory Notes.

TABLE 3. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1984 TO 1988:  
STATES AND TERRITORIES, AUSTRALIA  
(Working days lost per thousand employees)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1984(a)	357	132	302	56	256	350	381	88	248
1985	209	236	411	48	187	138	213	159	228
1986	304	240	207	95	272	190	200	55	242
1987	366	172	87	91	213	177	111	143	223
1988	340	214	337	93	299	118	158	112	269

(a) See paragraph 7 of Appendix B.



TABLE 4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1984 TO 1988: STATES AND TERRITORIES, AUSTRALIA

	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
NUMBER OF DISPUTES COMMENCING									
1984	825	223	292	79	405	64	59	11	1,958
1985	860	256	174	86	358	69	50	23	1,876
1986	820	259	150	110	267	72	47	22	1,747
1987	628	228	164	102	243	68	34	45	1,512
1988	675	188	209	86	221	54	40	29	1,502
NUMBER OF DISPUTES IN PROGRESS									
1984	828	223	293	80	406	64	60	11	1,965
1985	863	262	178	88	361	70	50	23	1,895
1986	824	260	151	111	267	72	47	22	1,754
1987	629	230	164	102	245	68	34	45	1,517
1988	676	191	209	87	221	55	40	29	1,508
EMPLOYEES NEWLY INVOLVED ('000)									
1984	301.3	72.4	65.5	14.5	68.5	13.9	7.8	7.1	551.1
1985	218.9	124.0	127.8	12.9	48.0	9.5	4.8	6.7	552.7
1986	324.3	146.5	69.2	58.9	50.6	15.5	3.5	5.4	673.9
1987	337.0	85.1	51.9	41.4	41.9	19.2	7.5	9.4	593.4
1988	452.6	207.6	104.4	39.8	60.9	8.2	7.3	13.1	893.9
TOTAL EMPLOYEES INVOLVED ('000)									
1984	308.6	72.4	65.6	15.5	69.2	13.9	8.0	7.1	560.3
1985	226.3	130.9	129.0	14.5	48.7	9.5	4.8	6.7	570.5
1986	338.8	146.6	72.2	58.9	50.6	15.5	3.5	5.4	691.7
1987	350.1	86.2	51.9	41.4	43.1	19.2	7.5	9.4	608.8
1988	452.8	207.7	104.4	39.9	60.9	8.3	7.3	13.1	894.4
EMPLOYEES DIRECTLY INVOLVED ('000)									
1984	294.5	66.2	63.6	15.0	62.9	12.2	7.8	7.1	529.2
1985	216.8	121.8	124.7	12.9	46.1	8.8	4.6	6.7	542.3
1986	329.5	141.8	70.8	56.9	49.2	14.5	3.5	5.4	671.6
1987	345.4	78.5	50.8	40.0	40.4	18.4	7.4	9.4	590.3
1988	448.9	203.7	103.5	39.5	60.1	8.1	7.3	13.1	884.1
EMPLOYEES INDIRECTLY INVOLVED ('000)									
1984	14.1	6.3	2.0	0.5	6.3	1.7	0.2	—	31.1
1985	9.4	9.2	4.3	1.7	2.6	0.7	0.2	—	28.2
1986	9.3	4.9	1.5	2.0	1.4	1.0	—	—	20.1
1987	4.7	7.7	1.1	1.4	2.8	0.8	—	—	18.5
1988	3.9	4.0	1.0	0.4	0.8	0.2	—	—	10.3
WORKING DAYS LOST ('000)									
1984	660.6	187.5	236.5	25.5	119.2	50.5	18.2	9.5	1,307.4
1985	398.7	355.9	336.2	22.5	92.9	20.7	11.5	17.9	1,256.2
1986	598.8	381.8	173.3	46.3	143.1	29.2	11.8	6.5	1,390.7
1987	744.8	281.4	73.7	44.6	115.3	28.0	6.5	17.5	1,311.9
1988	730.0	362.6	299.5	47.0	160.6	18.6	8.9	14.1	1,641.3



TABLE 5. REVISED SERIES OF INDUSTRIAL DISPUTES IN PROGRESS DURING 1984 TO 1988: BY INDUSTRY, AUSTRALIA(a)  
(Working days lost per thousand employees)

Twelve months ended	Manufacturing							
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries (b)	All industries
	Coal	Other						
1984—								
June	3,262	5,380	283	323	1,042	323	64	245
July	3,302	5,174	280	346	962	230	80	246
August	3,464	4,697	261	348	860	352	81	247
September	3,635	3,955	274	360	844	402	81	246
October	3,543	3,959	311	393	812	411	74	247
November	3,735	3,813	327	409	580	449	82	248
December	3,913	3,745	343	416	503	372	91	248
1985—								
January	3,843	3,665	342	399	526	428	93	252
February	6,727	3,739	367	385	499	444	88	267
March	7,043	3,545	377	349	472	447	83	260
April	6,929	2,514	363	346	435	449	84	247
May	6,957	1,934	404	331	542	440	84	247
June	7,039	1,881	393	309	573	435	80	242
July	6,951	1,835	367	310	614	458	66	233
August	6,636	1,814	367	348	648	372	65	229
September	6,947	1,669	365	336	732	324	65	229
October	7,136	1,492	313	325	411	362	88	237
November	6,634	1,959	276	318	660	453	79	235
December	6,892	1,928	256	312	666	430	71	228
1986—								
January	6,872	r1,847	255	302	656	377	68	218
February	r6,301	1,716	220	298	656	366	62	206
March	5,991	r1,720	218	303	638	365	60	201
April	10,443	2,083	226	301	628	362	61	232
May	10,873	2,386	362	299	704	381	63	253
June	r10,743	2,866	375	309	688	400	60	256
July	11,074	3,176	382	308	627	384	60	257
August	11,027	r3,452	374	244	561	345	58	244
September	10,461	3,552	371	302	466	336	59	243
October	10,538	3,558	407	296	439	276	38	225
November	10,920	3,141	441	312	437	143	55	228
December	10,741	3,328	445	328	458	135	72	242
1987—								
January	10,726	3,598	451	330	467	135	72	245
February	9,159	3,562	456	353	477	131	70	237
March	r8,890	3,584	478	356	535	124	70	239
April	4,876	3,234	526	353	549	127	67	213
May	5,108	2,886	424	363	423	113	66	198
June	5,144	2,417	432	365	446	98	66	194
July	5,678	2,069	468	339	586	80	64	197
August	6,058	1,574	485	355	618	83	68	202
September	8,805	1,404	512	290	739	91	90	232
October	r8,773	1,430	497	281	798	149	91	237
November	8,886	1,286	474	287	778	157	85	231
December	8,920	1,072	479	305	743	217	70	223
1988—								
January	9,258	820	474	302	741	213	70	221
February	9,845	984	481	286	734	216	71	225
March	10,791	1,094	440	280	716	215	71	226
April	10,504	1,078	384	265	705	208	73	218
May	10,498	1,109	336	233	735	202	73	212
June	14,292	1,121	715	234	910	236	93	282
July	15,761	1,001	819	264	858	278	107	308
August	15,912	1,040	807	252	835	274	126	318
September	13,626	1,107	790	251	721	280	101	283
October	13,977	1,163	771	235	732	230	98	276
November	15,198	1,742	764	213	712	237	88	277
December	15,543	1,777	750	183	725	177	85	269

(a) See paragraph 7 of Appendix B. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services.



TABLE 6. REVISED SERIES OF INDUSTRIAL DISPUTES IN PROGRESS DURING 1984 TO 1988: STATES AND TERRITORIES, AUSTRALIA(a)  
(Working days lost per thousand employees)

Twelve months ended	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
<i>1984—</i>									
June	274	152	244	48	553	511	483	23	245
July	269	160	257	46	524	530	530	44	246
August	291	140	264	52	484	510	579	53	247
September	305	147	267	45	433	427	515	47	246
October	312	146	284	44	406	412	510	39	247
November	345	151	290	48	286	345	442	47	248
December	357	132	302	56	256	350	381	88	248
<i>1985—</i>									
January	365	137	302	55	260	345	355	87	252
February	350	140	450	48	251	332	350	87	267
March	339	139	460	50	196	322	343	86	260
April	318	136	444	50	196	227	352	88	247
May	309	144	444	52	210	234	313	86	247
June	310	154	392	53	210	223	302	97	242
July	286	161	368	58	219	219	297	100	233
August	265	164	395	49	222	190	258	106	229
September	260	154	426	53	215	179	264	114	229
October	253	214	406	57	187	161	230	123	237
November	216	245	422	53	196	142	232	154	235
December	209	236	411	48	187	138	213	159	228
<i>1986—</i>									
January	191	230	407	47	180	143	200	158	218
February	214	225	269	50	184	150	212	171	206
March	212	223	247	48	178	151	263	170	201
April	264	227	309	49	199	145	286	169	232
May	296	253	294	88	214	168	290	178	253
June	309	245	297	87	213	217	285	165	256
July	321	233	306	89	211	198	244	145	257
August	305	226	r258	86	245	171	200	131	244
September	303	239	223	88	258	177	190	139	243
October	299	180	221	86	256	179	201	133	225
November	306	r190	206	92	254	194	198	98	228
December	304	240	r207	95	272	190	200	55	242
<i>1987—</i>									
January	307	239	208	95	295	186	194	64	245
February	288	247	187	92	291	176	189	82	237
March	289	247	186	92	304	179	152	95	239
April	255	241	121	91	271	190	138	108	213
May	252	215	114	62	241	r160	123	100	198
June	234	218	r124	70	249	118	121	115	194
July	244	220	110	83	r231	151	118	126	197
August	248	243	106	88	200	160	118	125	202
September	323	249	94	92	244	163	127	116	232
October	333	255	91	96	243	160	116	134	237
November	353	210	90	93	235	148	110	138	231
December	366	172	87	91	213	177	111	143	223
<i>1988—</i>									
January	362	170	101	90	193	177	118	134	221
February	369	164	107	100	208	180	126	108	225
March	360	163	129	97	219	194	138	104	226
April	338	164	128	96	221	190	118	100	218
May	313	151	173	90	226	180	123	103	212
June	431	179	268	126	257	194	137	145	282
July	413	272	315	116	270	163	134	132	308
August	459	254	316	114	256	173	163	139	318
September	383	243	318	105	204	160	143	137	283
October	368	224	324	98	247	156	144	118	276
November	354	223	338	95	296	152	143	118	277
December	340	214	337	93	299	118	158	112	269

(a) See paragraph 7 of Appendix B.



TABLE 7. INDUSTRIAL DISPUTES IN PROGRESS DURING 1988: BY INDUSTRY, AUSTRALIA

	<i>Total industrial disputes in progress (no.)(a)</i>	<i>Employees involved (directly and indirectly) ('000)</i>	<i>Working days lost ('000)</i>	<i>Working days lost (per employee involved)</i>
Agriculture, forestry, fishing and hunting	—	—	—	—
Mining	438	155.5	568.6	3.66
Ferrous metal ores	99	27.5	70.9	2.58
Coal	294	122.2	471.2	3.86
Other	45	5.8	26.5	4.58
Manufacturing	428	276.5	426.9	1.54
Food, beverages and tobacco	50	13.0	57.3	4.40
Meat products	33	9.1	35.2	3.87
Other food, beverages and tobacco	17	3.9	22.1	5.62
Textiles, clothing and footwear	5	0.7	1.1	1.62
Wood, wood products and furniture	13	1.4	3.5	2.52
Paper and paper products, printing and publishing	24	19.2	25.2	1.31
Chemical, petroleum and coal products	22	3.1	7.4	2.34
Non-metallic mineral products	15	1.7	15.5	9.26
Metal products, machinery and equipment	290	233.9	309.5	1.32
Basic metal products	139	207.1	239.8	1.16
Fabricated metal products	20	2.9	20.1	6.96
Motor vehicles and parts	15	3.9	19.1	4.88
Other transport equipment	81	16.3	14.8	0.91
Other machinery and equipment	35	3.7	15.7	4.22
Miscellaneous manufacturing	9	3.4	7.5	2.18
Electricity, gas and water	50	22.2	23.2	1.04
Electricity and gas	46	21.3	21.2	0.99
Water, sewerage and drainage	4	0.9	2.0	2.31
Construction	171	126.7	207.9	1.64
Wholesale and retail trade	56	13.4	39.9	2.99
Wholesale trade	47	8.3	29.7	3.59
Retail trade	9	5.1	10.2	2.00
Transport and storage	177	42.4	69.9	1.65
Road transport	17	5.0	7.0	1.40
Rail transport	15	11.0	31.2	2.84
Water transport	3	0.1	0.4	3.17
Air transport	19	4.4	6.4	1.45
Other transport and storage	5	0.3	0.8	2.46
Services to transport	118	21.5	24.0	1.12
Stevedoring	63	14.7	13.8	0.94
Other services to transport	55	6.8	10.2	1.51
Communication	29	5.4	5.2	0.96
Finance, property and business services	20	6.5	17.0	2.63
Public administration and defence	70	134.6	164.5	1.22
Community services	50	105.2	111.4	1.06
Health	10	7.0	12.8	1.82
Education, museum and library services	12	90.4	86.8	0.96
Other	28	7.8	11.7	1.51
Recreation, personal and other services	19	6.1	6.9	1.14
<b>Total</b>	<b>1,508</b>	<b>894.4</b>	<b>1,641.3</b>	<b>1.84</b>

(a) See paragraph 8 of Appendix B.



TABLE 8. INDUSTRIAL DISPUTES IN PROGRESS DURING 1988: BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA  
(Working days lost per thousand employees)

	Manufacturing							
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Transport and storage; Communi- cation	Other industries (a)	All industries
	Coal	Other						
NSW	16,214	—	740	84	799	148	147	340
Vic.	—	—	996	210	486	370	93	214
Qld	21,410	661	623	356	574	48	15	337
SA	—	11	446	156	452	54	22	93
WA	—	3,732	352	301	1,600	97	20	299
Tas.	—	535	621	100	488	184	58	118
NT	—	3,979	—	—	—	108	41	158
ACT	—	—	37	217	1,669	—	47	112
Australia	15,543	1,777	750	183	725	177	85	269

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services.

TABLE 9. INDUSTRIAL DISPUTES IN PROGRESS DURING 1988: BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES IN PROGRESS(a)									
Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—	—	—
Mining	220	n.p.	81	n.p.	108	7	21	—	438
Ferrous Metal Ores	—	—	—	—	95	4	—	—	99
Coal	220	—	74	—	—	—	—	—	294
Other	—	n.p.	7	n.p.	13	3	21	—	45
Manufacturing	209	101	62	17	n.p.	25	—	n.p.	428
Food, beverages and tobacco	n.p.	17	23	4	n.p.	n.p.	—	—	50
Textiles, clothing and footwear	—	n.p.	—	n.p.	—	—	—	—	5
Wood, wood products and furniture	n.p.	n.p.	—	n.p.	n.p.	5	—	n.p.	13
Paper and paper products, printing and publishing	6	8	n.p.	—	n.p.	6	—	—	24
Chemical, petroleum and coal products	9	12	—	n.p.	—	n.p.	—	—	22
Metal products, machinery and equipment	183	47	36	8	n.p.	10	—	n.p.	290
Other manufacturing	7	11	n.p.	3	n.p.	n.p.	—	—	24
Electricity, gas and water	31	n.p.	—	n.p.	11	3	4	—	50
Construction	67	12	23	24	32	n.p.	n.p.	11	171
Wholesale and retail trade	6	19	8	13	6	3	n.p.	n.p.	56
Transport and storage	80	25	19	13	30	7	3	—	177
Road transport	n.p.	n.p.	n.p.	n.p.	3	3	—	—	17
Rail transport	4	n.p.	3	n.p.	4	—	—	—	15
Water transport	n.p.	—	—	—	n.p.	—	n.p.	—	3
Air transport	5	4	6	n.p.	n.p.	—	—	—	19
Other transport and storage	n.p.	—	n.p.	3	—	—	—	—	5
Services to transport	66	15	6	n.p.	20	4	n.p.	—	118
Stevedoring	21	n.p.	n.p.	n.p.	16	4	n.p.	—	63
Other services to transport	45	n.p.	n.p.	n.p.	4	—	—	—	55
Communication	17	7	n.p.	n.p.	3	n.p.	—	—	29
Finance, property and business services	5	4	n.p.	n.p.	5	—	—	3	20
Public administration and defence	19	10	5	8	11	3	8	6	70
Community services	16	10	7	5	n.p.	3	n.p.	6	50
Recreation, personal and other services	6	n.p.	3	3	n.p.	n.p.	n.p.	—	19
<b>Total</b>	<b>676</b>	<b>191</b>	<b>209</b>	<b>87</b>	<b>221</b>	<b>55</b>	<b>40</b>	<b>29</b>	<b>1,508</b>

(a) See paragraph 8 of Appendix B.



TABLE 9. INDUSTRIAL DISPUTES IN PROGRESS DURING 1988: BY INDUSTRY, STATES AND TERRITORIES,  
AUSTRALIA — *continued*

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—	—	—
Mining	73.2	—	50.4	0.3	29.4	0.5	1.8	—	155.5
Ferrous Metal Ores	—	—	—	—	27.3	0.2	—	—	27.5
Coal	73.2	—	49.0	—	—	—	—	—	122.2
Other	—	—	1.4	0.3	2.1	0.2	1.8	—	5.8
Manufacturing	118.6	92.7	26.1	24.9	11.4	2.6	—	0.2	276.5
Food, beverages and tobacco	0.7	3.6	7.1	1.2	0.3	0.1	—	—	13.0
Textiles, clothing and footwear	—	0.7	—	—	—	—	—	—	0.7
Wood, wood products and furniture	0.1	—	—	0.1	0.4	0.5	—	0.2	1.4
Paper and paper products, printing and publishing	2.1	13.2	0.5	—	2.7	0.7	—	—	19.2
Chemical, petroleum and coal products	2.0	1.1	—	—	—	—	—	—	3.1
Metal products, machinery and equipment	112.8	73.0	18.4	21.0	7.5	1.2	—	—	233.9
Other manufacturing	0.9	1.1	0.1	2.5	0.5	—	—	—	5.1
Electricity, gas and water	18.4	—	—	—	3.1	0.1	0.5	—	22.2
Construction	57.3	28.2	18.3	6.1	10.0	0.5	—	6.4	126.7
Wholesale and retail trade	4.2	6.6	0.5	0.9	0.4	0.6	—	0.2	13.4
Transport and storage	18.9	13.5	3.4	1.8	4.2	0.4	0.1	—	42.4
Road transport	0.2	2.8	0.2	0.1	1.5	0.2	—	—	5.0
Rail transport	6.0	4.0	0.2	0.1	0.7	—	—	—	11.0
Water transport	0.1	—	—	—	—	—	—	—	0.1
Air transport	1.2	2.0	0.8	0.3	0.1	—	—	—	4.4
Other transport and storage	0.2	—	—	0.1	—	—	—	—	0.3
Services to transport	11.2	4.6	2.3	1.3	1.8	0.2	0.1	—	21.5
Stevedoring	6.3	4.0	1.3	1.2	1.6	0.2	0.1	—	14.7
Other services to transport	4.9	0.6	1.0	0.1	0.2	—	—	—	6.8
Communication	2.4	2.3	—	—	0.6	0.1	—	—	5.4
Finance, property and business services	3.7	1.9	0.3	0.1	0.3	—	—	0.3	6.5
Public administration and defence	68.8	52.9	1.7	1.5	1.4	0.5	4.4	3.4	134.6
Community services	86.8	7.9	1.0	4.0	—	2.5	0.3	2.7	105.2
Recreation, personal and other services	0.3	1.7	3.0	0.3	0.3	0.5	0.1	—	6.1
<b>Total</b>	<b>452.8</b>	<b>207.7</b>	<b>104.4</b>	<b>39.9</b>	<b>60.9</b>	<b>8.3</b>	<b>7.3</b>	<b>13.1</b>	<b>894.4</b>
WORKING DAYS LOST ('000)									
Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—	—	—
Mining	273.8	—	203.0	0.1	83.5	1.5	6.7	—	568.6
Ferrous Metal Ores	—	—	—	—	70.5	0.4	—	—	70.9
Coal	273.8	—	197.3	—	—	—	—	—	471.2
Other	—	—	5.7	0.1	12.9	1.1	6.7	—	26.5
Manufacturing	135.9	179.8	54.8	27.5	22.5	5.7	—	0.8	426.9
Food, beverages and tobacco	4.9	19.3	27.4	3.9	1.7	0.1	—	—	57.3
Textiles, clothing and footwear	—	1.1	—	—	—	—	—	—	1.1
Wood, wood products and furniture	0.9	0.1	—	0.2	0.6	0.9	—	0.8	3.5
Paper and paper products, printing and publishing	4.3	17.0	0.4	—	2.7	0.8	—	—	25.2
Chemical, petroleum and coal products	4.5	2.7	—	—	—	0.1	—	—	7.4
Metal products, machinery and equipment	117.6	133.7	26.3	19.0	9.3	3.7	—	—	309.5
Other manufacturing	3.7	5.9	0.7	4.4	8.3	0.1	—	—	23.0
Electricity, gas and water	18.8	0.1	—	—	3.6	0.2	0.5	—	23.2
Construction	78.7	34.8	29.2	10.2	43.7	3.1	—	8.1	207.9
Wholesale and retail trade	7.5	26.7	1.2	1.5	1.5	1.4	—	0.2	39.9
Transport and storage	21.8	37.7	3.4	1.6	3.2	1.7	0.3	—	69.9
Road transport	0.1	4.5	0.4	0.1	0.6	1.4	—	—	7.0
Rail transport	6.3	24.2	0.1	0.1	0.6	—	—	—	31.2
Water transport	0.2	—	—	—	—	—	0.2	—	0.4
Air transport	1.8	3.5	0.8	0.1	0.2	—	—	—	6.4
Other transport and storage	0.7	—	—	0.1	—	—	—	—	0.8
Services to transport	12.8	5.4	2.1	1.3	2.0	0.3	0.2	—	24.0
Stevedoring	5.4	4.3	1.3	1.1	1.3	0.3	0.2	—	13.8
Other services to transport	7.4	1.2	0.8	0.2	0.7	—	—	—	10.2
Communication	1.4	3.5	—	0.1	0.2	—	—	—	5.2
Finance, property and business services	5.3	6.9	2.0	1.1	1.0	—	—	0.7	17.0
Public administration and defence	98.3	56.6	2.4	2.0	1.3	0.5	1.2	2.3	164.5
Community services	87.7	13.3	1.3	2.8	—	4.1	0.1	2.1	111.4
Recreation, personal and other services	0.8	3.2	2.3	0.2	0.1	0.3	0.1	—	6.9
<b>Total</b>	<b>730.0</b>	<b>362.6</b>	<b>299.5</b>	<b>47.0</b>	<b>160.6</b>	<b>18.6</b>	<b>8.9</b>	<b>14.1</b>	<b>1,641.3</b>



## PART B: INDUSTRIAL DISPUTES ENDING DURING THE YEAR

TABLE 10. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1984 TO 1988: CAUSE OF DISPUTE, AUSTRALIA

<i>Cause of dispute</i>	1984	1985	1986	1987	1988
WORKING DAYS LOST ('000)					
Wages	308.4	301.3	546.3	519.7	507.9
Hours of work	73.4	49.5	13.2	20.3	31.5
Leave, pensions, compensation	105.5	41.5	148.0	195.0	50.0
Managerial policy	407.0	323.5	486.0	330.9	897.7
Physical working conditions	204.1	193.9	93.7	88.7	158.1
Trade unionism	109.5	215.6	45.7	36.8	34.0
Other(a)	45.5	178.6	33.3	18.1	34.6
<b>Total</b>	<b>1,253.5</b>	<b>1,303.9</b>	<b>1,366.2</b>	<b>1,209.5</b>	<b>1,713.8</b>
WORKING DAYS LOST (Per cent)					
Wages	24.6	23.1	40.0	43.0	29.6
Hours of work	5.9	3.8	1.0	1.7	1.8
Leave, pensions, compensation	8.4	3.2	10.8	16.1	2.9
Managerial policy	32.5	24.8	35.6	27.4	52.4
Physical working conditions	16.3	14.9	6.9	7.3	9.2
Trade unionism	8.7	16.5	3.3	3.0	2.0
Other (a)	3.6	13.7	2.4	1.5	2.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes disputes not elsewhere categorised.

TABLE 11. INDUSTRIAL DISPUTES ENDING DURING 1988: CAUSE OF DISPUTE BY INDUSTRY, AUSTRALIA

Cause of dispute	Manufacturing							All industries	
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; communication	Other industries(a)		
	Coal	Other						Total	Per cent
NUMBER OF DISPUTES(b)									
Wages	27	20	55	43	30	36	64	275	18.4
Hours of work	4	n.p.	4	n.p.	3	5	n.p.	22	1.5
Leave, pensions, compensation	10	n.p.	15	8	18	10	n.p.	67	4.5
Managerial policy	104	62	119	59	44	77	113	578	38.6
Physical working conditions	64	35	56	19	55	48	51	328	21.9
Trade unionism	67	23	30	5	16	24	19	184	12.3
Other(c)	17	n.p.	9	n.p.	3	6	7	44	2.9
Total	293	143	288	137	169	206	262	1,498	100.0
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Wages	5.5	4.2	196.1	22.7	82.7	14.2	100.6	426.0	47.2
Hours of work	16.1	—	0.6	0.4	0.4	0.4	0.1	18.1	2.0
Leave, pensions, compensation	1.8	0.2	3.5	1.4	6.0	5.7	0.2	18.8	2.1
Managerial policy	78.1	9.4	21.9	13.0	13.8	18.0	157.8	312.0	34.6
Physical working conditions	12.7	13.4	7.1	4.0	17.0	5.8	9.7	69.7	7.7
Trade unionism	9.0	3.8	2.4	0.6	1.4	2.5	3.7	23.5	2.6
Other(c)	9.4	—	1.7	0.3	5.2	1.1	16.0	33.7	3.7
Total	132.6	31.1	233.2	42.4	126.6	47.8	288.3	901.9	100.0
WORKING DAYS LOST ('000)									
Wages	11.1	7.2	229.5	31.0	85.2	33.5	110.5	507.9	29.6
Hours of work	27.8	—	0.6	0.3	1.4	0.7	0.6	31.5	1.8
Leave, pensions, compensation	2.3	0.1	15.8	7.4	18.7	5.4	0.2	50.0	2.9
Managerial policy	496.7	33.9	49.2	57.7	37.8	21.6	200.8	897.7	52.4
Physical working conditions	19.2	17.4	9.4	14.7	51.1	11.3	35.0	158.1	9.2
Trade unionism	15.2	4.7	2.9	0.5	6.3	1.2	3.0	34.0	2.0
Other(c)	10.5	—	1.2	0.3	5.7	1.6	15.3	34.6	2.0
Total	582.8	63.4	308.7	112.0	206.2	75.2	365.5	1,713.8	100.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) See paragraph 8 of Appendix B. (c) Includes disputes not elsewhere categorised.



TABLE 12. INDUSTRIAL DISPUTES ENDING DURING 1988: CAUSE OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

<i>Cause of dispute</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Wages	89	56	31	28	41	12	10	8	275
Hours of work	8	3	5	n.p.	n.p.	n.p.	n.p.	—	22
Leave, pensions, compensation	29	12	9	8	4	n.p.	n.p.	n.p.	67
Managerial policy	259	79	81	29	83	24	17	6	578
Physical working conditions	155	26	52	10	54	14	8	9	328
Trade unionism	107	10	19	9	33	n.p.	n.p.	n.p.	184
Other(b)	26	3	10	n.p.	n.p.	n.p.	n.p.	n.p.	44
<b>Total</b>	<b>673</b>	<b>189</b>	<b>207</b>	<b>86</b>	<b>219</b>	<b>55</b>	<b>40</b>	<b>29</b>	<b>1,498</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Wages	169.6	176.9	15.8	28.6	20.7	4.2	4.7	5.4	426.0
Hours of work	13.1	0.3	4.2	0.1	0.4	—	—	—	18.1
Leave, pensions, compensation	7.4	3.5	1.7	4.5	1.1	0.4	0.1	0.1	18.8
Managerial policy	214.4	21.3	56.6	4.2	10.9	2.3	1.8	0.7	312.0
Physical working conditions	25.3	4.5	14.3	2.0	21.1	0.8	0.3	1.4	69.7
Trade unionism	14.8	0.8	2.4	0.5	4.5	0.2	—	0.3	23.5
Other(b)	18.1	0.7	9.2	—	—	0.3	0.3	5.2	33.7
<b>Total</b>	<b>462.8</b>	<b>207.9</b>	<b>104.1</b>	<b>39.9</b>	<b>58.6</b>	<b>8.3</b>	<b>7.3</b>	<b>13.1</b>	<b>901.9</b>
WORKING DAYS LOST ('000)									
Wages	179.7	244.8	23.5	26.6	23.0	4.6	1.8	4.0	507.9
Hours of work	24.1	0.8	5.7	0.2	0.6	—	—	—	31.5
Leave, pensions, compensation	13.4	16.4	5.4	5.6	5.7	3.0	—	0.5	50.0
Managerial policy	532.3	81.0	221.0	7.0	39.9	8.9	5.9	1.6	897.7
Physical working conditions	53.5	12.9	28.2	6.7	51.3	1.9	1.0	2.6	158.1
Trade unionism	19.3	2.5	5.1	0.6	5.9	0.2	0.1	0.2	34.0
Other(b)	17.8	1.3	9.9	—	0.1	0.3	0.1	5.2	34.6
<b>Total</b>	<b>840.1</b>	<b>359.9</b>	<b>298.8</b>	<b>46.7</b>	<b>126.4</b>	<b>18.8</b>	<b>8.9</b>	<b>14.1</b>	<b>1,713.8</b>

(a) See paragraph 8 of Appendix B. (b) Includes disputes not elsewhere categorised.

TABLE 13. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1984 TO 1988: DURATION OF DISPUTE, AUSTRALIA

<i>Duration of dispute</i>	<i>1984</i>	<i>1985</i>	<i>1986</i>	<i>1987</i>	<i>1988</i>
WORKING DAYS LOST ('000)					
Up to and including 1 day	187.1	339.8	441.0	350.1	732.9
Over 1 to 2 days	194.6	137.0	65.7	180.9	113.7
Over 2 and less than 5 days	213.8	276.4	98.9	160.1	144.2
5 and less than 10 days	202.8	216.0	219.4	261.5	547.5
10 and less than 20 days	183.5	258.2	398.4	116.3	132.7
20 days and over	271.6	76.6	142.8	140.7	42.7
<b>Total</b>	<b>1,253.5</b>	<b>1,303.9</b>	<b>1,366.2</b>	<b>1,209.5</b>	<b>1,713.8</b>
WORKING DAYS LOST (Per cent)					
Up to and including 1 day	14.9	26.1	32.3	28.9	42.8
Over 1 to 2 days	15.5	10.5	4.8	15.0	6.6
Over 2 and less than 5 days	17.1	21.2	7.2	13.2	8.4
5 and less than 10 days	16.2	16.6	16.1	21.6	31.9
10 and less than 20 days	14.6	19.8	29.2	9.6	7.7
20 days and over	21.7	5.9	10.5	11.6	2.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>



TABLE 14. INDUSTRIAL DISPUTES ENDING DURING 1988: DURATION OF DISPUTE BY INDUSTRY, AUSTRALIA

Duration of dispute	Manufacturing							All industries	
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries(a)		
	Coal	Other						Total	Per cent
NUMBER OF DISPUTES(b)									
Up to and including 1 day	203	93	203	53	64	161	162	939	62.7
Over 1 to 2 days	41	14	29	22	29	23	34	192	12.8
Over 2 and less than 5 days	25	19	26	25	29	9	27	160	10.7
5 and less than 10 days	20	14	22	26	32	12	20	146	9.7
10 and less than 20 days	4	3	n.p.	n.p.	10	n.p.	n.p.	49	3.3
20 days and over	—	—	n.p.	n.p.	5	n.p.	n.p.	12	0.8
Total	293	143	288	137	169	206	262	1,498	100.0
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Up to and including 1 day	53.7	22.7	217.8	26.7	109.2	40.0	261.9	732.1	81.0
Over 1 to 2 days	16.4	1.3	8.2	5.4	7.0	2.0	11.9	52.2	5.8
Over 2 and less than 5 days	12.4	4.2	2.4	4.0	3.2	0.7	8.8	35.8	4.0
5 and less than 10 days	48.5	2.2	3.4	4.0	3.9	5.1	2.5	69.5	7.7
10 and less than 20 days	1.6	0.7	0.9	2.3	3.0	—	2.5	10.9	1.2
20 days and over	—	—	0.5	0.1	0.2	—	0.6	1.5	0.2
Total	132.6	31.1	233.2	42.4	126.6	47.8	288.3	901.9	100.0
WORKING DAYS LOST ('000)									
Up to and including 1 day	65.6	20.7	228.2	26.8	113.3	36.3	241.9	732.9	42.8
Over 1 to 2 days	35.4	3.2	18.5	11.3	15.4	4.5	25.3	113.7	6.6
Over 2 and less than 5 days	56.2	16.0	10.2	15.4	11.3	2.9	32.2	144.2	8.4
5 and less than 10 days	404.1	15.0	25.9	27.5	26.5	31.1	17.4	547.5	31.9
10 and less than 20 days	21.6	8.4	9.6	28.6	34.6	—	30.0	132.7	7.7
20 days and over	—	—	16.3	2.4	5.0	0.3	18.7	42.7	2.5
Total	582.8	63.4	308.7	112.0	206.2	75.2	365.5	1,713.8	100.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) See paragraph 8 of Appendix B.

TABLE 15. INDUSTRIAL DISPUTES ENDING DURING 1988: DURATION OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

Duration of dispute	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES(a)									
Up to and including 1 day	470	80	117	55	150	28	22	17	939
Over 1 to 2 days	79	25	35	14	22	7	6	4	192
Over 2 and less than 5 days	62	34	20	6	20	11	5	n.p.	160
5 and less than 10 days	49	31	25	8	18	7	5	3	146
10 and less than 20 days	9	16	n.p.	n.p.	n.p.	n.p.	n.p.	3	49
20 days and over	4	3	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	12
<b>Total</b>	<b>673</b>	<b>189</b>	<b>207</b>	<b>86</b>	<b>219</b>	<b>55</b>	<b>40</b>	<b>29</b>	<b>1,498</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Up to and including 1 day	391.8	178.6	57.7	37.0	43.2	5.5	5.8	12.5	732.1
Over 1 to 2 days	15.9	11.3	16.9	1.0	5.7	0.7	0.5	0.1	52.2
Over 2 and less than 5 days	10.7	7.0	12.0	1.0	3.2	1.1	0.6	0.1	35.8
5 and less than 10 days	41.7	8.6	14.2	0.7	2.9	0.8	0.2	0.4	69.5
10 and less than 20 days	1.9	1.9	3.3	0.1	3.5	—	0.2	0.1	10.9
20 days and over	0.7	0.6	—	—	0.1	—	—	—	1.5
<b>Total</b>	<b>462.8</b>	<b>207.9</b>	<b>104.1</b>	<b>39.9</b>	<b>58.6</b>	<b>8.3</b>	<b>7.3</b>	<b>13.1</b>	<b>901.9</b>
WORKING DAYS LOST ('000)									
Up to and including 1 day	376.9	205.6	60.8	34.0	37.6	5.3	2.1	10.5	732.9
Over 1 to 2 days	36.7	24.1	35.5	2.3	12.2	1.7	1.0	0.3	113.7
Over 2 and less than 5 days	38.3	27.4	54.0	4.4	12.7	4.9	2.1	0.6	144.2
5 and less than 10 days	347.3	58.2	107.8	4.3	20.0	6.5	1.3	2.1	547.5
10 and less than 20 days	20.9	26.3	39.7	1.2	41.4	0.1	2.3	0.8	132.7
20 days and over	20.1	18.2	1.0	0.6	2.6	0.3	—	—	42.7
<b>Total</b>	<b>840.1</b>	<b>359.9</b>	<b>298.8</b>	<b>46.7</b>	<b>126.4</b>	<b>18.8</b>	<b>8.9</b>	<b>14.1</b>	<b>1,713.8</b>

(a) See paragraph 8 of Appendix B.



TABLE 16. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1984 TO 1988: METHOD OF SETTLEMENT, AUSTRALIA

<i>Method of settlement</i>	1984	1985	1986	1987	1988
WORKING DAYS LOST ('000)					
Negotiation	314.6	192.7	165.1	211.4	176.1
State legislation	260.2	137.5	110.2	171.9	102.7
Federal and joint Federal-State legislation	80.9	196.5	576.8	297.2	788.2
Resumption without negotiation	585.9	731.8	467.8	509.2	598.4
Other methods(a)	12.0	45.3	46.3	19.8	48.3
<b>Total</b>	<b>1,253.5</b>	<b>1,303.9</b>	<b>1,366.2</b>	<b>1,209.5</b>	<b>1,713.8</b>
WORKING DAYS LOST (Per cent)					
Negotiation	25.1	14.8	12.1	17.5	10.3
State legislation	20.8	10.5	8.1	14.2	6.0
Federal and joint Federal-State legislation	6.5	15.1	42.2	24.6	46.0
Resumption without negotiation	46.7	56.1	34.2	42.1	34.9
Other methods(a)	1.0	3.5	3.4	1.6	2.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes Mediation, filling the places of workers on strike or locked out and closing down the establishment permanently.

TABLE 17. INDUSTRIAL DISPUTES ENDING DURING 1988: METHOD OF SETTLEMENT BY INDUSTRY, AUSTRALIA

Method of settlement	Manufacturing							All industries	
	Mining		Metal products, machinery and equipment		Construction	Transport and storage; Communication	Other industries(a)		
	Coal	Other		Other				Total	Per cent
NUMBER OF DISPUTES(b)									
Negotiation	30	23	31	42	53	40	76	295	19.7
State legislation	n.p.	13	n.p.	21	36	14	32	144	9.6
Federal and joint									
Federal-State legislation	20	9	46	33	31	19	34	192	12.8
Resumption without negotiation	233	98	188	37	40	130	114	840	56.1
Other methods(c)	n.p.	n.p.	n.p.	4	9	3	6	27	1.8
Total	293	143	288	137	169	206	262	1,498	100.0
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Negotiation	3.9	2.4	4.9	8.2	8.3	8.3	69.8	105.8	11.7
State legislation	0.6	2.6	4.4	2.9	5.5	1.4	15.1	32.5	3.6
Federal and joint									
Federal-State legislation	58.5	1.7	153.9	6.2	13.3	4.5	8.7	246.6	27.3
Resumption without negotiation	68.4	24.5	70.0	24.5	97.1	33.3	193.8	511.6	56.7
Other methods(c)	1.1	—	0.1	0.7	2.5	0.2	0.9	5.4	0.6
Total	132.6	31.1	233.2	42.4	126.6	47.8	288.3	901.9	100.0
WORKING DAYS LOST ('000)									
Negotiation	8.2	6.9	12.0	26.4	21.7	9.8	91.1	176.1	10.3
State legislation	1.9	13.5	11.6	14.1	26.3	3.2	32.1	102.7	6.0
Federal and joint									
Federal-State legislation	445.5	9.7	223.0	28.8	39.3	7.6	34.2	788.2	46.0
Resumption without negotiation	114.0	33.1	62.0	33.8	95.0	54.2	206.3	598.4	34.9
Other methods(c)	13.3	—	0.1	8.9	23.9	0.4	1.9	48.3	2.8
Total	582.8	63.4	308.7	112.0	206.2	75.2	365.5	1,713.8	100.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) See paragraph 8 of Appendix B. (c) Includes Mediation, filling the places of workers on strike or locked out and closing down the establishment permanently.



TABLE 18. INDUSTRIAL DISPUTES ENDING DURING 1988: METHOD OF SETTLEMENT BY STATES AND TERRITORIES, AUSTRALIA

<i>Method of settlement</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Negotiation	111	55	33	18	40	16	12	10	295
State legislation	55	19	16	18	28	n.p.	n.p.	—	144
Federal and joint Federal-State legislation	57	56	32	n.p.	14	10	n.p.	6	192
Resumption without negotiation	444	56	120	35	130	20	22	13	840
Other methods(b)	6	3	6	n.p.	7	n.p.	n.p.	—	27
<b>Total</b>	<b>673</b>	<b>189</b>	<b>207</b>	<b>86</b>	<b>219</b>	<b>55</b>	<b>40</b>	<b>29</b>	<b>1,498</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Negotiation	76.4	11.0	4.8	2.3	7.1	1.7	0.6	1.9	105.8
State legislation	15.1	1.2	5.7	1.7	5.7	3.1	—	—	32.5
Federal and joint Federal-State legislation	124.6	79.7	33.9	2.6	4.2	0.9	0.3	0.4	246.6
Resumption without negotiation	246.0	115.8	58.4	33.1	38.9	2.5	6.1	10.8	511.6
Other methods(b)	0.7	0.2	1.3	0.1	2.8	—	0.2	—	5.4
<b>Total</b>	<b>462.8</b>	<b>207.9</b>	<b>104.1</b>	<b>39.9</b>	<b>58.6</b>	<b>8.3</b>	<b>7.3</b>	<b>13.1</b>	<b>901.9</b>
WORKING DAYS LOST ('000)									
Negotiation	101.1	36.4	11.4	3.2	12.8	5.2	2.7	3.3	176.1
State legislation	45.4	3.8	15.9	4.2	27.2	6.1	—	—	102.7
Federal and joint Federal-State legislation	416.3	173.6	171.5	7.2	11.6	4.3	1.6	2.3	788.2
Resumption without negotiation	276.0	145.4	86.0	31.8	43.1	3.2	4.4	8.5	598.4
Other methods(b)	1.3	0.7	14.0	0.3	31.8	—	0.2	—	48.3
<b>Total</b>	<b>840.1</b>	<b>359.9</b>	<b>298.8</b>	<b>46.7</b>	<b>126.4</b>	<b>18.8</b>	<b>8.9</b>	<b>14.1</b>	<b>1,713.8</b>

(a) See paragraph 8 of Appendix B. (b) Includes Mediation, filling the places of workers on strike or locked out and closing down the establishment permanently.

TABLE 19. INDUSTRIAL DISPUTES ENDING DURING 1988: DISTRIBUTION OF NUMBER OF EMPLOYEES INVOLVED AND WORKING DAYS LOST, AUSTRALIA

		Employees involved (directly and indirectly)			Working days lost	
		Number of disputes(a)	Number ( <sup>'000</sup> )	Per cent	Number ( <sup>'000</sup> )	Per cent
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)						
Under 50		472	11.9	1.3	31.3	1.8
50 and under	100	300	21.5	2.4	53.2	3.1
100 and under	200	292	40.2	4.5	81.9	4.8
200 and under	400	215	58.8	6.5	124.1	7.2
400 and under	1,000	126	69.9	7.7	238.5	13.9
1,000 and under	2,000	41	54.6	6.1	71.2	4.2
2,000 and under	3,000	15	35.4	3.9	53.0	3.1
3,000 and over		37	609.6	67.6	1,060.5	61.9
Total		1,498	901.9	100.0	1,713.8	100.0
WORKING DAYS LOST						
10 and under	100	671	43.6	4.8	28.7	1.7
100 and under	500	502	89.4	9.9	114.8	6.7
500 and under	1,000	140	61.8	6.9	96.2	5.6
1,000 and under	2,000	81	51.8	5.7	110.4	6.4
2,000 and under	5,000	55	57.9	6.4	160.2	9.4
5,000 and under	10,000	25	60.8	6.7	163.8	9.6
10,000 and over		24	536.5	59.5	1,039.7	60.7
Total		1,498	901.9	100.0	1,713.8	100.0

(a) See paragraph 8 of Appendix B.



## APPENDIX A: GLOSSARY

**Cause of dispute**

1. The statistics of causes of industrial disputes relate to the main cause of the stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes between employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

**Wages.** Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which other claims are deemed to be the most important are included under the relevant cause.

**Hours of work.** Claims involving general principles relating to hours of work e.g. decrease (increase) in hours; distribution of hours.

**Leave, pensions, compensation** (in the 1987 edition of this publication included in other causes). Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

**Managerial policy.** Disputes concerning the managerial policy of employers e.g. computation of wages, hours, leave, etc. in individual cases; docking pay, docking leave credits, fines; disciplinary matters including dismissals, suspension; alleged victimisation of union members or officials; principles of promotion and filling positions, transfers, roster complaints, retrenchment policy; employment of particular persons and personal disagreements; production limitations or quotas.

**Physical working conditions.** Disputes concerning physical working conditions and safety issues e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the conditions of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

**Trade unionism.** Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

**Other.** Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship e.g. political matters; fining and gaoling of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

**Disputes**

2. For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

3. A dispute affecting several establishments has been counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment and in each industry in which it occurred. Prior to December 1987 disputes were counted differently (refer to paragraph 8 of Appendix B for other details).

4. When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete calendar months, the dispute is deemed continuing. When the return to work is for two or more calendar months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

**Duration of dispute**

5. The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the total number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

**Employees**

6. *Employees* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

7. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

8. *Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded. See paragraph 4 of Appendix B.

9. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved included in the statistics relate to the largest number of individual employees involved on any one day.



Generally, the *total* number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months, as published monthly in *Industrial Disputes, Australia* (6321.0). Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

#### **Method of settlement**

10. Statistics of the *method of settlement* of industrial disputes relate to the *method directly responsible for ending the stoppage of work* and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.* Compulsory or voluntary conference or by intervention or assistance,

of, or reference to, the industrial tribunals created by or constituted under the Conciliation and Arbitration Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

*Resumption without negotiation.* This category may include some disputes which are settled subject to negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

*Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal of employees.

#### **Working days lost**

11. *Working days lost* refer to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

#### **Working days lost per thousand employees**

12. *Working days lost per thousand employees* are calculated from working days lost and estimates of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey. Refer to paragraph 7 of Appendix B for details of the break in series.



## APPENDIX B: EXPLANATORY NOTES

### Introduction

1. This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (6321.0) issued monthly.

2. Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

**PART A** Disputes that *started* in or were in *progress* during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned.

**PART B** Disputes which *ended* during the year. These include all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

### Coverage

3. The statistics in this publication relate only to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day. Disputes of less than ten working days are excluded.

4. The statistics of working days lost relate to the losses due to industrial disputes only (as defined in Appendix A). Effects on other establishments, such as standdowns because of lack of materials, disruption of transport services, power cuts, etc. are not included. Also, some employees involved in industrial disputes may obtain work at other establishments while a dispute is in progress. It is also possible that some or all of the total working days lost in any particular dispute may be made up through working longer hours or increasing the labour force at other establishments, or at the establishments involved in the dispute after work has resumed.

### Sources

5. Reports of stoppages of work are obtained primarily from the Department of Industrial Relations, from trade journals, publications and newspapers. The statistics of individual industrial disputes are compiled from data obtained directly from employers and trade unions concerned. Particulars of some stoppages may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes (as defined).

### Discontinuities

6. The statistics of industrial disputes for 1984 to 1987 were compiled according to the Australian Standard Industrial Classification (ASIC), described in *Australian*

*Standard Industrial Classification, 1983 Edition, Vol. 1* (1201.0). For the period 1981 to 1983 the statistics were compiled according to the 1978 edition of ASIC.

7. The basis for the calculation of working days lost per thousand employees was changed in January 1987 to include estimates of employees from the ABS Survey of Employment and Earnings. They are combined with estimates of the number of employees in Agriculture and in Private households, obtained from the ABS Labour Force Survey. Estimates have been recalculated on this basis for each month back to June 1984 and are included in tables 5 & 6. The estimates of numbers of employees prior to June 1984 were based entirely on Labour Force Survey data. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

8. The basis for the calculation of the number of disputes was changed in December 1987. Before that date, where the causes of several disputes were the same (e.g. National Wage Case disputes) the disputes were counted as one dispute in each State or Territory in which they occurred, irrespective of whether they were directed or organised by one person or organisation or whether the dispute occurred in more than one industry. The reason for the change was to align the method of counting the number of disputes with International Labour Organisation guidelines. In accordance with this change in definition, estimates of the number of disputes shown in this bulletin for past periods have been revised to January 1985. Unpublished estimates of the number of disputes have been revised on this basis from January 1985 and are available on request. The number of employees involved and working days lost remain unchanged. The duration of each dispute and the number of employees involved in each dispute has been revised (i.e. more disputes of shorter duration).

### Reliability of estimates

9. Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

### Other ABS publications

10. Users may also wish to refer to the following publications:

*Industrial Disputes, Australia* (6321.0)—issued monthly

*Labour Statistics, Australia, 1986* (6101.0)

*The Labour Force, Australia, Preliminary* (6202.0)—issued monthly

*The Labour Force, Australia* (6203.0)—issued monthly



*Employed Wage and Salary Earners, Australia* (6248.0)—issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0)—issued monthly

*Trade Union Statistics, Australia* (6323.0)—issued annually

*Trade Union Members, Australia, August 1986* (6325.0)

#### Unpublished statistics

11. In addition to the statistics included in this and related publications, the ABS may have other relevant unpublished data available. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the inquiries box at the front of this publication, or to Information Services in the nearest ABS office.

12. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The *Catalogue and Publications Advice* are available from any ABS office.

13. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

#### Symbols and other usages

- nil or rounded to zero
- n.p. not available for publication but included in totals where applicable, unless otherwise indicated
- r estimate revised since last issue

#### Electronic services

VIATEL. Key \*656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through CSIRONET.

For further information phone the AUSSTATS Help Desk on (062) 52 6017.

TELESTATS. This service provides foreign trade statistics tailored to users' requirements.

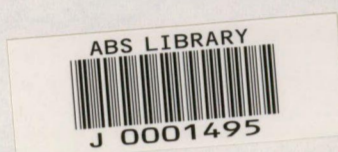
Further information is available on (062) 52 5404.

#### Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (062) 52 6684.

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